

GOVERNMENT OF ANDHRA PRADESH  
ABSTRACT

THE MINIMUM WAGES ACT, 1948 - Revision of minimum rates of wages payable to employees in the Employment in "PAPER AND PAPER BOARDS (INCLUDING STRAW BOARD) INCLUDING HAND MADE PAPER MANUFACTORY" in Part-I of the schedule of the said Act - Final Notification - Orders - Issued.

LABOUR EMPLOYMENT TRAINING AND FACTORIES (LAB.II) DEPARTMENT

G.O.Ms.No.69

Dated:08.12.2011

Read the following:

1. G.O.Ms.No.37, Labour, Employment, Training and Factories (Lab.II) Department, dt.13.08.2004.
2. G.O.Rt.No.732, Labour, Employment, Training and Factories (Lab.II) Department, dt.11.06.2010.
3. From the Commissioner of Labour, Andhra Pradesh, Hyderabad, Lr.No.N1/12218/2009, dated 05.10.2011.

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ORDER:

The Commissioner, Printing, Stationery and Stores Purchase, Hyderabad is requested to publish the appended Notification in the Extra-ordinary issue of the Andhra Pradesh Gazette in English, Telugu and Urdu languages.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

D. SREENIVASULU  
SECRETARY TO GOVERNMENT

To

The Commissioner, Printing, Stationery and Stores purchase, Andhra Pradesh, Hyderabad for publication in the Extra-ordinary issue of Andhra Pradesh Gazette and supply 20 copies to Government, 1000 copies to the Commissioner of Labour, Andhra Pradesh, Hyderabad.

The Commissioner of Labour, Andhra Pradesh, Hyderabad.

All District Collectors, through Commissioner of Labour, Andhra Pradesh, Hyderabad.

The Secretary to Government of India, Ministry of Labour & Employment, Shramshakti Bhavan, New Delhi.

The Secretary to Government, Department of Labour and Employment, Government of Tamilnadu, Chennai.

The Law (B) Department.

The M (LETFB & ITIs) Department.

The P.S. to Secretary, LET & F Department.

The P.A. to Joint Secretary, LET & F Department.

Sf/Sc.

// FORWARDED :: BY ORDER //

SECTION OFFICER

## FINAL NOTIFICATION

In exercise of the powers conferred by sub-section (1) of Section 3 and sub-section (2) of Section 5 of the Minimum Wages Act, 1948 (Act 11 of 1948) and of all other powers hereunto enabling the Governor of Andhra Pradesh hereby revises the minimum rates of wages which shall consist of basic wage as specified in Column (3) of the Schedule appended to this notification as payable to each categories of employees specified in the corresponding entry in Column (2) thereof and employed in the employment in "PAPER AND PAPER BOARDS (INCLUDING STRAW BOARD) INCLUDING HAND MADE PAPER MANUFACTURY" included in Part-I of the Schedule to the said Act, in the State of Andhra Pradesh as the same having been previously published in the Andhra Pradesh Gazette No.281, Part-I Extraordinary, dated 16<sup>th</sup> June, 2010 vide G.O.Rt.No.732, Labour, Employment, Training and Factories (Lab.II) Department, dated 11<sup>th</sup> June, 2010 as required by clause (b) of sub-section (1) of Section 5 of the said Act and no objections / suggestions have been received within the stipulated period.

2. The minimum rates of wages so fixed shall come into force with effect from the date of publication of this notification in the Andhra Pradesh Gazette.

SCHEDULE

NAME OF THE EMPLOYMENT: PAPER AND PAPER BOARDS  
(INCLUDING STRAW BOARD) INCLUDING HAND MADE PAPER  
MANUFACTORY

SL. No	Name of the Category	Basic Wage (Rs.)					
		(3)					
		Paper Manufactory		Paper Board Manufactory		Handmade Paper Manufactory	
		Zone-I	Zone-II	Zone-I	Zone-II	Zone-I	Zone-II
1	2						
1.	<b>Highly skilled (Grade.I):</b> Machine Driver, Welder Grade.I, Electrician Grade.I, Instrument Machine Moulder Grade.I, Patron Maker, Plumber, Lineman, Refrigeration Mechanic, Checker, Bleaching Operator, Winder, Boiler Attendant, Bank Tender, Cable Joiner, Turbine Attendant, Shift Supervisor and Chemist, Foreman (Ele.Mechanical) Instrumentation, Rewinder, Paper Mechanic, Workshop Cutters, Pulp Mill aeronics Etc., Roll Grinder, Senior Mechanic, Senior Wireman.	9572	8652	9572	8652	9177	8446
2.	<b>Skilled (Grade-B):-</b> Operator, Cuilloine Operator, sampleman, Drillers, Electrician, Pump Attendant, Fitter Grade.II, Mechanic Grade.II, Carpenter Grade.II, Moulder Grade.II, Blacksmith Grade.II, Wellder Grade.II, Kalasi, Instrument Mechanic Grade.II, Grander Stone Crusher, Furnisher, Boiler Attendant Grade.II, Asst. Chemist, Draftsman, Turner, Turoine Operator Grade.II, Plumber Grade.II, Winder Grade.II, Sharper,	8412	7694	8412	7694	8031	7495

	Fabricator Attendant (Steam Control, Bleaching Digester, Furnace range), Electrician, Turner / Mechanist, Attender, Knife Grinder, Chipper, Calender and rope reel rewinder, Cutter Machine, Cuillotine Machine, Boiler Turbine, Evaparator, D.M.Plant, Supervisor (Finishing Work, Stock room, Soda Recovery, Chemist etc.,) Blue Print Operator, Maistry cum Brosser Assistant, Inspector, Kalasi, Jamedar, Maistry, Fireglass Liner, Miller, Compositor, Wireman, Switch Board Operator etc.,						
3	<b><u>Semi Skilled (Grade.C):-</u></b> Laboratory Boys, Asst. Operator, Hammer Man, Mechanic Grade.III, Asst. Painter, Asst. Mason, Asst. Carpenter, Asst. Moulder, Store and Yard Boys, Finishers, Weighman and Cilman, Sardar, Attendant Chipper Operator, Knife Grinder, Screening Tracer, Dye preparation, Size Kitchen Chemical godown dyers and size press, rewinder, Cutter machine, Spout, Furnace range, Hiptop, Hipo bottom, Chloring Grassifier, Mul Filler, Testers, Effluent Sample, Water Carrier, Blacksmith, Kalasi, Plumber, Painter, Attendant (Dfigester house bottom pulp mill, button, Chip, Silo pulper, Wire boy, Stamper and maker, Ash Coal, Draf and Scrapper, Wile liquor, Pump and plancing mukadam,	7984	7359	7984	7359	7534	7043

	Crane Driver, Press boy, Wet Boy, Asst.compositor, Builder, Valva Operator, Asst.Checker, Pressman, Fireman, Kalasi Pointsman, Water Pump Attendant, Feed Pump Attendant, Moulder, Helper, Asst.Welder, Asst.Turner, Asst.Fitter, Dryer, Attendant etc., Asst.Knife Changer, Asst.Digester, Cook, Asst. Washing Operator, Asst.Screening Operator, Asst.Bleach Plant Operator, Rag Breaker Attendant, Rag Beater Attendant, Rag Boiler Attendant.						
4.	<b><u>Unskilled (Grade.D):-</u></b> Casual Labour in loading and unloading operations including chemicals and in Bamboo yard, Chipper house feeding, brokefeeding finishing, lime supply, Paper Machine broke housing, Fitter house broker, rensing reem packing, Paper godown, Lime remover, Coal Feeding, Waste Paper binding and in other operations and similar operations, Token Boys, Sample Boys, Sample Petrol Bunk Attendant, Truck Boy etc., Mazdoor, Lable-man, Attendant, Helpers, cleaners, Sweepers, Scavenger, Chowkidars, Watchman and Ward Security Sardar or Guards (Whether by Contract or other wise direct payment by management)	7381	6796	7381	6796	7003	6500

5	<b>OFFICE STAFF:-</b>						
1	Manager/ Superintendent	9572	8652	9572	8652	9177	8446
2	Accountant/ Senior Assistant (Accounts Personnel, Purchase material etc.,)	8412	7694	8412	7694	8031	7495
3	Clerk, Typist, Statistical Assistant, Cashier, Stenographer, Office Assistant, Accounts Time Keepers, ESI Stores Purchase	7984	7359	7984	7359	7534	7043
4	Office Attendants (Unskilled)	7381	6796	7381	6796	7003	6500

**ANNEXURE**  
**COST OF LIVING ALLOWANCE**

The minimum basic rates of wages fixed are linked to the Consumer Price Index Numbers for the industrial workers at 835 points (Base Year 1982=100 series). The Commissioner of Labour shall notify the Cost of Living Allowance for every six months i.e. 1<sup>st</sup> April and 1<sup>st</sup> October. For this purpose, the average rise in the State Industrial Workers Consumer Price Index numbers for half year ending December and June respectively shall be taken into account. For this purpose, the average rise in the State Industrial Workers consumer Price Index numbers for half year ending December and June respectively shall be taken into account. For every rise of one point over and above 835 Industrial CPI points, an increase of Rs.7.75 (Rupees Seven and paise Seventy five paise only) per point per month shall be paid as dearness allowance to all the categories covered in the schedule employment.

**NOTE:-**

- 1) To arrive at daily wage, the monthly wage shall be divided by 26, which includes the rest day wages.
- 2) If any category piece rate wages are in vogue, the wage shall be paid at not less than the minimum time rate wages fixed for that class by day or by month as the case may be.
- 3) Where any category of employee is actually in receipt of higher rate of wages than those specified above, shall continue to be paid such higher wages.
- 4) Where the nature of work is the same, no discrimination on the payment of minimum rates of wages should be made in respect of male and female workers.
- 5) Paper and allied industries means any paper manufactured from Wood, Pulp Straw Buggasi, Jute Pulp or any other raw material.
- 6) Paper Board means any material used for manufacturing board using wood pulp straw Buggasi, Jute Pulp or any other raw material.
- 7) (a) Unskilled work is one which involves simple operations requiring little or no skill or experience on the job.

(b) Semi-skilled work is one which involves some degree of skill or components acquired through experience on the job and which is capable of being performed under supervision or guidance of a skilled employer and includes skilled supervisory work.

(c) Skilled work is one, which involves skill or compliance acquired through experience on the job through training as an apprentice in a technical or vocational institute and the performance of which calls for initiative and judgments.

8) Zone-I comprises of

a) All Municipal Corporations in the State.

b) All Selection Grade and Special Grade Municipalities.

Zone-II comprises of the rest of the areas in the State.

D. SREENIVASULU  
SECRETARY TO GOVERNMENT